

Army Realigns Headquarters' Test and Evaluation Office

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On March 11, 2008, the U.S. Army Test and Evaluation Management Agency (TEMA) and the Office of the Army Test and Evaluation (T&E) Executive were realigned to form the U.S. Army Test and Evaluation Office (TEO). This merger consolidates and strengthens T&E oversight within the Office of the Secretary of the Army (SA) and provides a single focal point for Army T&E and, as executive agent, the Department of Defense (DoD) Chemical and Biological Defense Program (CBDP) T&E matters. The Director TEO serves as the senior advisor to the Secretary of the Army and the Chief of Staff on all test and evaluation matters and serves as the senior advisor to the Assistant to the Secretary of Defense for Nuclear, Chemical, and Biological programs (ASD [NCB]) for CBDP T&E matters.

Key words: Army materiel acquisition; Army Test and Evaluation Office (TEO, T&E) policy; overarching test procedures oversight; program oversight.

The Test and Evaluation Office (TEO) ensures that Test and Evaluation (T&E) associated with acquisition of Army materiel supports fielding the most operationally effective, suitable, and survivable warfighting equipment possible to current and future soldiers and commanders. This mission is accomplished through the establishment and enforcement of T&E policy, management of T&E resources, and continuous coordination with the T&E community, to include Army and Joint Program Managers, Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology) and Director, Operational Test and Evaluation (DOT&E). The TEO has a director (SES Tier 2), deputy director, administrative staff, three divisions, and a special assistant. The TEO director reports to the Deputy Under Secretary of the Army (DUSA), *Figure 1*.

The Director TEO is responsible for T&E policy, program oversight, program, and budget analysis and serves as the Army and Chemical and Biological Defense Program (CBDP) T&E executive. The director advises key Army and Joint decision making panels (Army Systems Acquisition Review Council, Army Requirements Oversight Council, Army Acquisition Overarching Integrated Product Team, and Army-Marine Corps Board) on the testability of materiel requirements, the sufficiency of test plans and results, and the ability of tested systems to fill warfighter capability gaps. The Director serves as the

Department of the Army (DA) staff interface with the Office of the Under Secretary of Defense, Director, Defense Research and Engineering, Office of the Under Secretary of Defense Test Resource Management Center and DOT&E for T&E related issues, policy, funding, and program coordination. The Director approves test-related documentation for HQDA and forwards, when required, to DOT&E and Under Secretary of Defense for Acquisition, Technology, and Logistics (USD AT&L) for final approval. The TEO director is the Acquisition Workforce T&E Functional Chief for the acquisition workforce Career Field, i.e., T&E. Additionally, the director interacts on a regular basis with the other Service's T&E directors to address and resolve current T&E issues. TEO's divisions provide guidance and subject matter expertise to Army and Joint test programs and promote early tester/evaluator involvement, thus ensuring T&E is integral to the entire acquisition cycle. TEO has a complementary mix of government civilians, military officers and contract employees.

Programs and Analysis Division

The Programs and Analysis (P&A) Division coordinates all T&E matters across program managers, the Army Test and Evaluation Command, HQDA staff, and Office of the Secretary of Defense (AT&L and DOT&E). This coordination is used to (a) ensure T&E programs support materiel requirements, (b)

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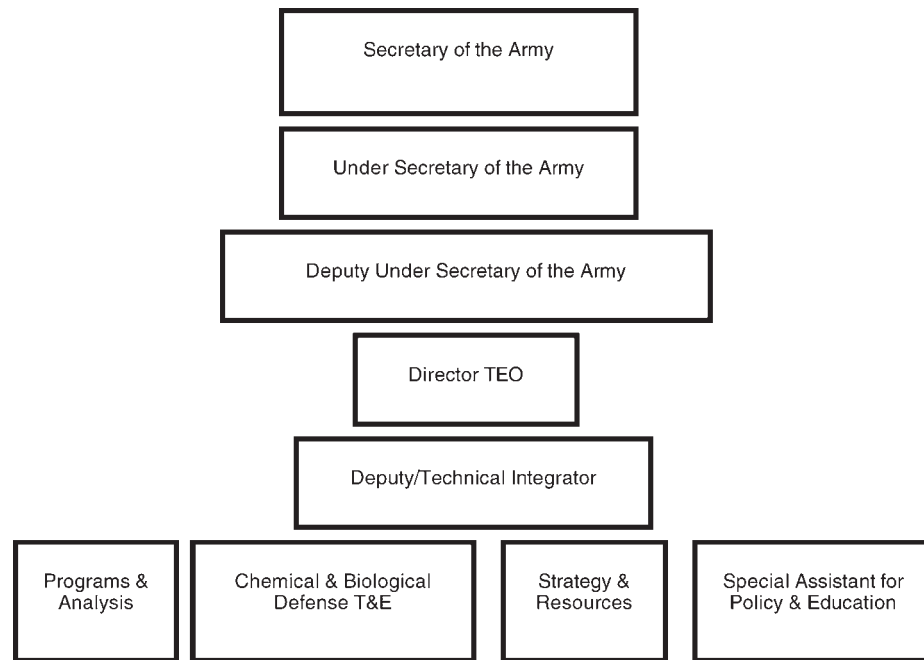


Figure 1. US Army Test & Evaluation Office organizational structure

assess the sufficiency of test plans and test results, (c) recommend modifications to the scope or focus of T&E activities, and (d) harmonize Army analysis with T&E activities in support of the acquisition process. Additionally, the division verifies T&E activities comply with Army and Office of the Secretary of Defense (OSD) T&E policy. *Figure 2* illustrates a program currently supported.

Chemical Biological Defense Test and Evaluation Division

The Chemical Biological Defense (CBD) T&E Division works closely with CBDP stakeholders to provide T&E input to the CBDP Program Objective Memorandum (POM), ensuring T&E infrastructure is maintained and modernized to support adequate developmental and operational testing. The division



Figure 2. Live fire testing verifies Mine Resistant Ambush Protected (MRAP) vehicle protects Army soldiers

develops the T&E Infrastructure Investment Strategy, test standards and processes, and provides T&E program oversight to ensure credible and robust testing and evaluation in support of programs of record. They coordinate actions throughout the CBDP community including DOT&E, Joint Program Executive Office for Chemical and Biological Defense, Defense Threat Reduction Agency, Joint Science and Technology Office, Joint Staff J-8, Joint Requirements Office-Chemical, Biological, Radiological, and Nuclear Defense, Service Operational Test Agencies, and various test facilities.

Strategy and Resources Division

The Strategy and Resources (S&R) Division serves as the proponent for Army T&E resources at HQDA by developing and defending the Army T&E funding, of about \$900M per year, to the Army, OSD, and Congress, and serves as the HQDA staffing and approval agent for all T&E resource programming. The S&R division develops and monitors the Army test capabilities in the DoD's Major Range and Test Facility Base and provides HQDA oversight of the funding of Army instrumentation, targets, and threat simulator programs. This division also develops the Army T&E strategy for the test community, administers the Army portion of Department of Defense's (DoD's) Central Test and Evaluation Investment Program, and oversees the Army validation of threat representations used in testing.

Special Assistant for Policy and Education

The Special Assistant for Policy and Education develops and promulgates Army T&E policy and procedures. The Special Assistant authors Army Regulation and Department of Army pamphlet 73-1, manages the HQDA Test and Evaluation Master Plan (TEMP) approval process, supports the T&E education and training programs within the Army and OSD, and chairs the DA-wide chartered Test and Evaluation Managers Committee. These initiatives improve T&E processes in support of rapid acquisition, volatile acquisition schedules, and specialized multi-Service acquisition programs.

Value added

TEO provides senior Army leadership with expert advice on acquisition programs from an independent, overarching perspective, ranging from adequacy of requirements analysis, documentation, and testing to best use of information to support acquisition decisions.

By overseeing Army T&E activities in close collaboration with other key Army and OSD agencies,

TEO ensures our soldiers receive the best possible warfighting systems and equipment within available cost and time constraints. This is accomplished by:

- Setting the strategic direction for the Army T&E community
- Facilitating and adjudicating T&E issues between the T&E community and the program executive offices
- Coordinating with DOT&E to resolve test documentation issues for OSD T&E oversight programs
- Overseeing the T&E infrastructure and minimizing duplication of capabilities
- Facilitating TEMP development and approval
- Improving T&E processes
- Standardizing test procedures and methodologies
- Ensuring Army and Joint doctrine and capabilities are represented in analyses supporting Army Requirements Oversight Council/Joint Requirements Oversight Council approvals of joint capability documents and related studies
- Fostering international agreements for use of test facilities and other cooperative T&E projects
- Overseeing Army responsibilities in JT&E, Foreign Comparative Testing, and multi-service and multinational T&E acquisition programs
- Reviewing study plans, scenarios, and results of Analysis of Alternatives
- Establishing and maintaining Army T&E policy and procedures to ensure efficient and effective application of T&E in support of the defense acquisition process
- Establishing CBD T&E collaborations with Australia, Canada, and the United Kingdom to share T&E information and fill gaps in US capabilities where appropriate
- Developing and defending the Army T&E and DoD CBDP POM to ensure T&E infrastructure, manpower, analysis and instrumentation requirements are sufficiently funded.

The Army T&E Strategic Plan expresses four overarching goals that TEO uses to set the future direction for the T&E community.

- Goal 1: Cultivate a highly skilled, multi-disciplinary professional workforce with skills and competencies to provide current and future T&E capabilities.
- Goal 2: Tailor the T&E infrastructure to meet current and future needs.
- Goal 3: Improve the quality, rigor, and responsiveness of Army testing and evaluation to better meet decision-making needs of senior leaders.

- Goal 4: Continuously improve the T&E enterprise through the development of better corporate processes.


The plan also outlines strategies and initiatives to achieve the above goals. TEO will work with the T&E community to move these initiatives forward.

Conclusion

Combining TEMA and T&E Executive offices has increased efficiency, streamlined functionality, improved value-added to the community while saving time and reducing expenses. The establishment of TEO not only provides HQDA with a single focal point for all Army and CBDP T&E matters, but also centralizes T&E subject matter expertise and analysis to ensure timely, accurate, and relevant information is provided to decision makers to support the warfighters. More information about TEO and the T&E strategic

plan is available on Army Knowledge Online—search for TEO in the search box. □

JANET GARBER entered the Senior Executive Service in November 2003 as the deputy director, Office of Program Analysis and Evaluation (PAE) at the Department of Energy (DOE). In July 2004, Garber became the director of the DOE PAE office. In May 2005, she transferred to the Army to serve as director, Test and Evaluation Management Agency, Office of the Chief of Staff. She became the director, Test and Evaluation Office, Office of the Deputy Under Secretary of the Army in March 2008. Garber is a graduate of Michigan State University, class of 1974, earning a bachelor of science degree in multidisciplinary social science and a master of science degree in business administration from Boston University in 1986.



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The 2008 symposium will serve as a forum to stimulate discussions on the challenges the T&E community faces. This forum will bring together the key players that are needed to advance T&E in the global community.

KEY TOPICS TO BE COVERED

- Challenges that Network Centric have brought to T&E and ideas on how to address them
- How do we test with International organizations and what must change?
- What are the new Test facilities going to look like and what are the trade-offs?
- Hear from other Agencies, Academia & Industry on success stories and problem spots in developing meaningful solutions

EXHIBITS
Exhibit space is available for organizations in the public and private sector to display products and services supporting test and evaluation. The floor plan and applications are available online at www.itea.org.

SPONSORSHIP
We are anticipating a record number of attendees and exhibitors this year and sponsorships are welcomed. Sponsorship dollars defer the cost of the Symposium and support the ITEA scholarship fund, which assists deserving students in their pursuit of academic disciplines related to the test and evaluation profession.

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A block of rooms has been set aside for ITEA until October 21, 2008. The government rate of \$96.00 and a corporate rate of \$129.00. Call 888-627-7212 to make your reservation.

For the latest information, including an updated agenda, golf details and much more visit

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